Jobs of the Future

Mayo Lifelong Learning Information Event

Pauline White, Policy Analyst
Western Development Commission

November 2018
Western Development Commission (WDC)

- 7 county Western Region

- State body – Department of Rural & Community Development

- WDC Act 1998
  ‘...foster and promote the economic and social development of the Western Region’
What I’ll talk about

1. 3 things to keep in mind
2. Employment in Mayo
3. Skills Shortages
3 things to keep in mind

1. Most jobs are not NEW jobs, they already exist
   ▪ 2016 – 1.1 million labour market transitions inc.
     ▪ 300,000 retiring etc
     ▪ 360,000 changing jobs

2. 1 in 5 people in Mayo work for themselves
   ▪ Most common for farming, construction/trades, professional services, personal services (hairdressing), transport (drivers)
   ▪ Business skills important for everyone

3. Find something that you’re interested in
Principal Economic Status of Mayo’s Population

Source: CSO, Census 2016 Summary Results – Part 2. Table EZ011. Analysis by Western Development Commission (WDC)
Principal Economic Status of Mayo’s Population

Population of county Mayo aged 15 years and over by principal and labour force status, 2016

- In Labour Force 60,030 (57.7%)
  - State 67.9%
  - Persons at work 51,439 (49.5%)
    - State 53.4%
  - Employer-owned account worker 10,070 (9.7%)
    - State 8.3%
  - Employee 41,183 (39.6%)
    - State 45.0%
  - Assistant relative 186 (0.2%)
    - State 0.7%
  - Unemployed 8,591 (8.3%)
    - State 7.9%
    - Unemployed having lost/given up job 7,823 (7.5%)
      - State 7.7%
    - Unemployed looking for first job 768 (0.7%)
      - State 0.8%

- Not in Labour Force 43,923 (42.3%)
  - State 38.1%
  - Retired 20,018 (19.3%)
    - State 14.5%
  - Looking after home/family 8,188 (7.9%)
    - State 8.1%
  - Others not in Labour Force 451 (0.4%)
    - State 0.4%
  - Student/Pupil 10,493 (10.1%)
    - State 17.4%
  - Unable to work due to illness/disability 4,773 (4.6%)
    - State 4.2%

Source: CSO, Census 2016 Summary Results – Part 2. Table EZ011. Analysis by Western Development Commission (WDC)
Jobs in Co Mayo 2016

Percentage of total employment in each broad sector in county Mayo and State, 2016

Source: CSO, Census 2016 Summary Results – Part 2. Table EZ011. Analysis by Western Development Commission (WDC)
% Change in Employment in Mayo 2011-2016

-20.0% -15.0% -10.0% -5.0% 0.0% 5.0% 10.0% 15.0% 20.0%

Health & social work
Industry
Accommodation & food
Administrative & Other services
Transport & storage
Construction
Prof., scientific & tech.
Info. & comms
TOTAL
Education
Wholesale & retail
Public Admin
Agri, forestry & fishing
Fin., insurance & real estate
### Top Employment Sectors in Mayo

<table>
<thead>
<tr>
<th>Detailed Sector</th>
<th>No.</th>
<th>% change 2011-2016</th>
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<tbody>
<tr>
<td>Farming</td>
<td>3,900</td>
<td>-20.2%</td>
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<tr>
<td>Residential &amp; non-residential care (nursing homes, creches, childminding)</td>
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<td>Retail in supermarkets &amp; convenience shops</td>
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<td>Medical devices (Baxter, Boston Scientific, Hollister)</td>
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<td>Pharmaceuticals</td>
<td>1,438</td>
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<td>Building construction</td>
<td>1,225</td>
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The table below provides insights on key issues for the Western Region of Ireland:

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Employment of Castlebar Residents 2016

- Agri. forestry & fishing: 1.1%
- Industry: 11.2%
- Construction: 4.3%
- Wholesale & retail: 19.1%
- Transport & storage: 1.7%
- Accommodation & food: 9.6%
- Info. & comms: 1.9%
- Prof. scientific & tech: 1.7%
- Administrative services: 3.9%
- Public Admin: 3.0%
- Education: 6.8%
- Health & social work: 8.4%
- Arts & recreation: 16.5%
- Other: 1.9%
- 3.0%
Employment of Ballina Residents 2016

- Agri., forestry & fishing: 0.9%
- Industry: 14.5%
- Construction: 3.8%
- Wholesale & retail: 20.0%
- Transport & storage: 2.3%
- Accommodation & food: 10.8%
- Info. & comms: 1.9%
- Prof., scientific & tech.: 2.1%
- Administrative services: 4.5%
- Public Admin.: 5.4%
- Education: 9.4%
- Health & social work: 9.8%
- Arts & recreation: 2.1%
- Other: 3.2%
Employment of Westport Residents 2016

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Skill Shortages
National Skill Shortages
(National Skills Bulletin 2017)

- **Engineering**: Strong recent growth esp. in high-tech manufacturing.
  - Process & design (inc. med devices, pharma), quality control, automation, electrical, chemical (biotech/ pharma), mechanical, technicians.

- **Operatives**: Main demand is for operatives with technical/digital skills for manufacturing.
  - CNC operatives, production operatives, construction operatives

- **Science**: Mainly in manufacturing, small numbers work in this area.
  - Chemists/analytical scientists, quality control analysts in pharma.
Employers in the West

Employers: high-tech* manufacturing (medium-large), West

*High-tech includes pharmaceuticals, medical devices and computing/electronic/optical products

Source: SLMRU analysis of Dataireland (Kompass) data
Employers in the West

Employers: food & beverage manufacturing (medium-large), West

- O'Haras of Foxford
- Dawn Ballyhaunis
- Kepak (Athleague)
- Sean Loughnane Meat Processors
- Brogans Bakery
- Clada Group
- Carr & Sons
- Irish Pride Bakeries
- Oliver Carty
- Arrabawn Dairies
- Ballina Beverages
- Western Brand Chicken

Source: SLMRU analysis of DataIreland (Kompass) data
Employers: other manufacturing * (medium-large), West

*Includes mostly engineering-related (electrical, metal fabrication, machinery/equipment), chemicals and plastics manufacturing

Source: SLMRU analysis of DataIreland (Kompass) data
National Skill Shortages
(National Skills Bulletin 2017)

- **Social & Care**: Growing demand with ageing population, more women working & qualification requirements. High turnover.
  - Qualified care & childcare workers.
- **Healthcare**: Replacement of retirees & growing demand with ageing.
  - Doctors, nurses, radiographers, specialists.
- **Education**: Replacement of retirees & early education.
  - Secondary teachers in certain subjects, early childhood education.
National Skill Shortages
(National Skills Bulletin 2017)

- **Tourism**: Strong growth in the tourism & hospitality sector, high turnover so constant demand.
  - Qualified chefs, waiting/bar staff, catering assistants.

- **Sales & Customer Service**: High turnover/moves of employer so mainly replacement demand.
  - Sales assistants, technical product/service knowledge (e.g. med devices, software), marketing experts.

- **Administrative & Secretarial**: Most vacancies from replacement, no skills shortage.
Employers in the West

Employers: accommodation & food (medium-large), West

Source: SLMRU analysis of DataIreland (Kompass) data
Employers in the West

Employers: wholesale & retail (medium-large), West

Source: SLMRU analysis of DataIreland (Kompass) data
National Skill Shortages
(National Skills Bulletin 2017)

- **Construction**: Recovery in the sector, public capital projects & private.
  - Project managers, quantity surveyors, site engineers, qualified tradespeople (plumbers, curtain wallers, pipelayers etc), groundworkers, tower crane operators.
- **Skilled trades**: electricians, precision tool makers, welders, mechanics, butchers/de-boners.
- **Transport & Logistics**: Some recent growth though quite small. Brexit will have impact on haulage.
  - Supply chain management (admin to mgt), drivers (HGV, fork-lift & 360 machine drivers).
National Skill Shortages
(National Skills Bulletin 2017)

- **IT**: Skill shortage nationally, in West strongest in Galway. Not only working in ICT sector but in finance, manufacturing etc.
  - Software developers (mobile, database, cloud), programmers, systems architects, IT security, big data analysis, IT user support technicians.
- **Business & Financial**: Brexit makes future growth unsure.
  - Accounting, business intelligence, data analytics, FinTech, multilingual financial clerks.
Employers in the West

Employers: information & communication (small, medium & large), West

Source: SLMRU analysis of DataIreland (Kompass) data
Thank You

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